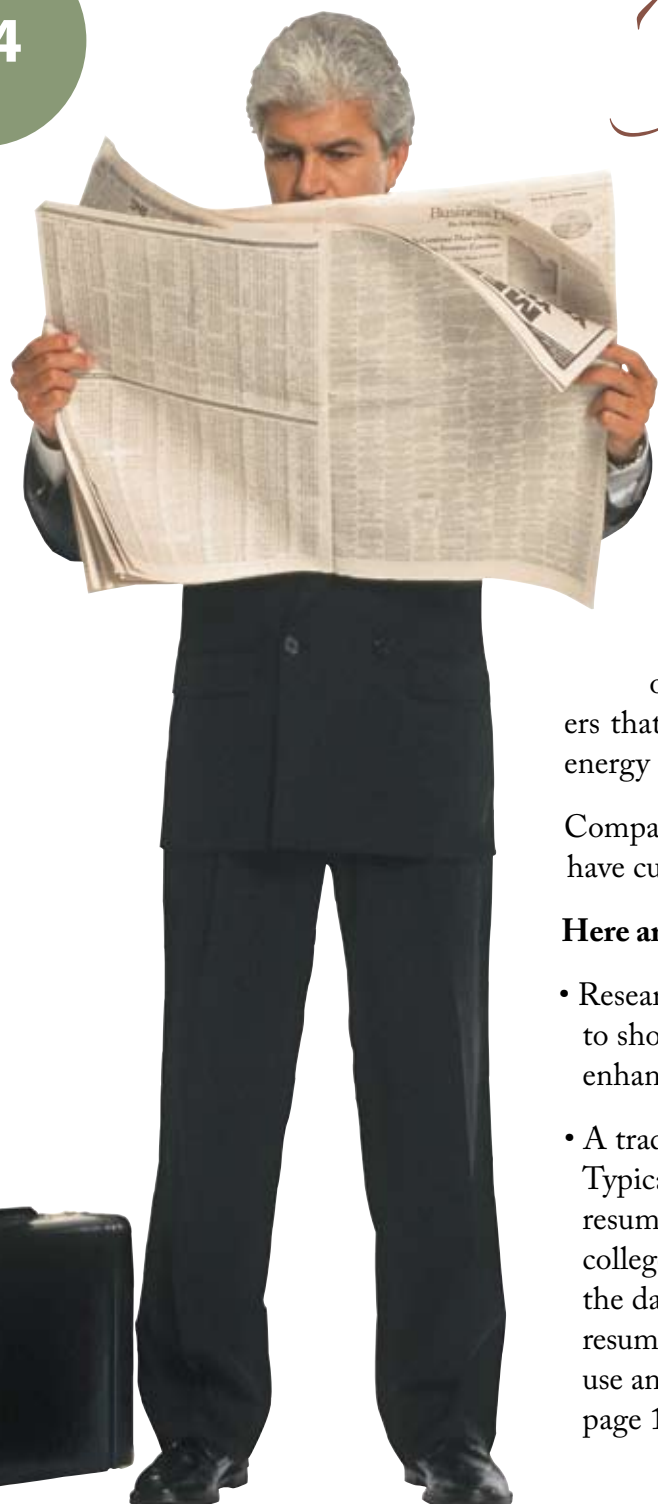


Finding Employment

After Fifty

4



*Be prepared to convince employers
you aren't too old to learn and you can
work as hard as younger people*

The changing economy has made older workers much more in demand than they once were. Job growth with fewer workers to backfill retiring workers has changed the landscape and created many more opportunities. Yet finding employment after the age of 50 can still be a challenge. Prejudice against older workers can still be a factor in the market and workers over 50 should be prepared to convince prospective employers that they aren't too old to learn new things and they have the energy to work as hard as people in their 20s.

Companies are looking for workers who can easily adapt to change, have current skills, learn new things and are technology savvy.

Here are some tips to help you get that job:

- Research the company before you interview. Use that information to show how your skills, experience, knowledge and abilities can enhance their bottom line.
- A traditional, chronological resume may work against you. Typically screeners are in their 20s or 30s. They may scan your resume and say to themselves, "Wow, this guy graduated from college before I was born!" It may work better for you to remove the dates of graduations and all jobs except your last from your resume. Emphasize only the last ten years of employment. Do not use an old resume; tailor a new one to your new circumstances. See page 12 for more tips on resumes.

Internet Resources

- Keep your skills current. Take courses, seminars or workshops to keep up with the latest developments in your profession, and the current technology. Tell prospective employers that you are willing and able to learn.
- Emphasize the assets of an older worker, and your ability to learn. Use words like “adaptable,” “flexible,” and “dependable.” Focus on your experience, stability, frugality and strong work ethic. See page 14 for more tips in interviewing.
- NEVER talk down to a youthful interviewer. Never talk about the old days or “the way we did it.” It’s also a good idea to update your wardrobe and hair style.
- Keep a positive attitude. Never say anything negative about previous bosses or companies you’ve worked for. Have a “can do” attitude.
- Reassure the interviewer that you want to do the job you are applying for, and that you intend to stay for a long time.
- When it comes to money, be prepared to settle for less than you were making before (if you’ve been downsized). Avoid the topic of specific wages during the interview and negotiate for salary after you’ve been offered the job. If you’ve made more in prior jobs than the current employer is willing to pay, it may result in being weeded out, so keep that under your hat. Find out what people in your prospective occupation are making at: <http://jobs.utah.gov/jsp/wi/utalmis/gotoOccwage.do>.



jobs.utah.gov—Utah Department of Workforce Services site with electronic job board, employment tips, etc.

careers.utah.gov—career information from a variety of government/education sources in Utah.

www.aarp.org—the American Association for Retired Persons web site. Click on the “Money and Work” button. You’ll find information on careers, looking for work, employers that embrace older workers, self-employment, etc.

career-advice.monster.com—career advice for older workers from monster.com.

www.nowcc.org—the National Older Worker Career Center site.

www.ncoa.org—the National Council on Aging operates this site. Click on the “Mature Workers” section for information on national employment service programs.

www.quintcareers.com/mature_jobseekers.html—employment resources for older workers.

www.experienceworks.org—a nonprofit organization focusing on training and placing older workers.

www.retiredbrains.com—job board for older workers, search job listings, post your resume, and register for an e-mail job-search agent. Also includes career resources specifically for older workers.

www.seniorjobbank.org—a job site for job-seekers aged 50+ where you can search for full-time, part-time, temporary, and volunteer jobs (by job category, industry, location), as well as post multiple resumes and register for a job-search agent.

www.abanet.org/aging—the American Bar Association’s site on law and aging.

seniors.utah.gov—information for seniors in Utah.